

Nova Scotia Department of Labour & Workforce Development Strategic Plan 2009-2013



Labour and Workforce Development



On April 1, 2008, the Nova Scotia Department of Labour and Workforce Development (LWD) was formed. The new department encompasses Adult Education, Alcohol and Gaming, Apprenticeship, Office of the Fire Marshal, Labour Market Partnerships, Labour Market Transition, Labour Services, Labour Standards, Occupational Health and Safety, Policy, Public Safety, Workers Advisor's Program and Workplace Education.

With the formation of a new department came the need for a new plan. A plan which would incorporate present day needs of those served by the various divisions combined with what would be needed in the years ahead. A plan that would also capitalize on the synergies present within the new department.

Building LWD's first ever strategic plan created many opportunities to talk with and listen to staff, partners and interest groups to learn more about what they value and what they expect from this department now and into the future.



Fairness, safety and prosperity for all Nova Scotians by living, learning and working to their highest potential.

The strategic planning steering committee clearly understood that the planning process itself was also going to be a cornerstone in the building of a new culture within the department. This led to the shared view that there was a need to place as much emphasis on how we do our work as there was on the work itself.

Having adopted the provincial core values of the public good, respect, integrity, diversity and accountability, there was a keen desire to go one step further and establish a set of strategic principles.

These five strategic principles of partnership, shared ownership, innovation, protection and talent development greatly influenced the formation of the six goals and the priorities that fall within them.

Throughout the consultation process, both the formal and informal discussions, the question was always asked, 'Do you see yourself, your division, your organization/group in this plan?'

Many times the answer was a clear yes, while at other times there was a need to rethink the intent and then rephrase the section to achieve maximum inclusiveness.

With the plan now in place the focus shifts to operationalizing the goals and key priorities. The strategic plan will be reflected in annual budgets and business plans over the next four years creating a department wide implementation process that can be monitored for progress and evaluation measures as we work to achieve our vision of ***'Fairness, safety and prosperity for all Nova Scotians by living, learning and working to their highest potential'***.

Fairness, safety and prosperity for all Nova Scotians by living, learning and working to their highest potential

Mission

Labour and Workforce Development will create winning conditions by fostering the social and economic well-being of Nova Scotians by:

- Protecting Nova Scotia's people and property;
- Anticipating and responding to workforce needs;
- Promoting safety at work, home and play;
- Ensuring fairness at work;
- Supporting life-long learning;
- Building capacity to seize opportunities

Values

The Public Good - We value the special relationship we have with the citizens of Nova Scotia and are committed to delivering services that are in the public's interest, are for the public good and are deserving of the public's trust.

Respect - We value a workplace culture where people respect, trust and appreciate one another and the citizens we serve.

Integrity - We value a workplace culture where personal and professional integrity cause us to behave in an ethical, professional and non-partisan way and to make the best use of the resources entrusted to us. We will implement our programs and services in a fair, inclusive and balanced manner.

Diversity - We value a workplace where diversity in all its forms, is recognized for its contribution to a creative, rewarding, and productive public service.

Accountability - We value a culture where accountability for our actions and taking responsibility for our successes and failures is a way of life. We are accountable to the citizens of Nova Scotia, to our co-workers, and to our many partners in service delivery.

Strategic Principles

Partnerships: Develop and strengthen policies, processes, structures and relationships to achieve outcomes both internal and external to the department.

Shared ownership: Share responsibility among stakeholders.

Innovation: Foster innovation both within Labour and Workforce Development and among our partners.

Protection: Ensure that business/individuals comply with legislation, regulation and best practices.

Talent Development: Develop our people to create a vibrant, healthy workforce.



Strategic Goal 1:

Nova Scotians will have safe, healthy and supportive workplaces and communities.



Safe, healthy and supportive communities and workplaces enhance Nova Scotia's ability to prosper and provide for a better quality of life for the people of this province. Positive and productive relationships between employers and employees are in place creating a culture of fairness, safety and equality throughout the province.

Priorities:

Through programs and learning opportunities encourage individuals to adopt and practice a culture of safety at work, at home and within their community.

Protect the economic and social interests of Nova Scotians as they relate to gaming, the sale of liquor, theatres and amusements.

Improve compliance through education, inspections and strategic action to protect Nova Scotians and their communities.

Strategic Goal 2:

Nova Scotia has a fair, equitable and stable labour environment.

Harmonious labour relations are an important part of Nova Scotia's competitiveness. Diversity, inclusion, information sharing and adaptability are critical elements in the creation and maintenance of a stable labour environment. Employers and employees will take responsibility for building relationships and for achieving a common understanding regarding their respective rights, roles and responsibilities.



Priorities:

Protect and balance the rights and interests of workers and employers regarding employment standards, injuries, and pensions within the context of current labour market conditions.

Foster effective labour/management relations protecting both employer and employee rights and benefits in order to secure labour market stability.

Support inclusive and diverse workplaces and communities by increasing equitable access to the labour market.

Establish Department legislation and initiatives that incorporate current worker and workplace trends by assigning clear responsibility and accountability that will ensure Nova Scotia is responsive to change.

Strategic Goal 3:

Nova Scotia is able to identify and respond to provincial workforce requirements.

By combining assumptions regarding the changing nature of work across industry sectors and analyzing provincial and national labour market information, the Department is a champion for and a partner in workforce and human resource planning.



Priorities

Support active participation in the workforce by ensuring Nova Scotians have opportunities to access meaningful employment and appropriate skill sets.

Provide the structure, processes, and supports to enable the portability and transferability of skills and the improved mobility of workers.

Build the necessary infrastructure that develops and disseminates labour market information to support all stakeholders with workforce planning information to make informed decisions.

Create a new workforce development framework that optimizes resources by integrating programs and services which involve multiple government and industry stakeholders.

Strategic Goal 4:

Through flexible and responsive education and training programs, Nova Scotians will share in and contribute to the economic and social prosperity of Nova Scotia.

Social and economic benefits of workforce participation are clearly understood by individuals and through the communities across the province. The Department will support and provide opportunities for greater workforce participation for those who wish to participate and for those who are encouraged to participate. The Department will support and encourage business and government working together to alleviate, reduce and prevent poverty in this province.

Priorities

Engage and empower people who are traditionally under-represented in the workforce by addressing barriers to education/training and employment.

Provide and ensure Nova Scotians have access to flexible and responsive continuing education, career development and training programs encouraging their full participation at work, at home and in their communities.

Undertake continuous improvement and development of the adult education and training system to ensure relevance, timeliness and responsiveness.





Strategic Goal 5:

In collaboration with partners and stakeholders, anticipate and plan for the challenges and opportunities for a changing economy.

In partnership with key stakeholders, the Department will seize the opportunity to influence and support Nova Scotia's future as a leader and participant in developing a workforce that will both adapt and excel in a changing economy.

Priorities:

Assist employers and other stakeholders adapt to workforce opportunities and challenges arising from a rapidly changing external environment.

Respond to and support the transition to a service and technology based economy and workplace.

Support responsive regulatory requirements where protections are not compromised and where flexibility helps Nova Scotians to prosper and to compete.

Make evidence based decisions through policy excellence throughout the Department.



Strategic Goal 6:

Labour and Workforce Development is a Preferred Employer.

Develop, retain and attract talented and skilled workers further strengthening an inclusive, high-performing and engaged workforce. Establish a corporate environment where people want to come to work, where their contributions and creativity are valued and recognized.

Priorities:

Build a cohesive new departmental identity and engage staff in the process of identifying opportunities to collaborate and build new relationships within the Department.

Introduce a talent management framework that will help optimize staff development, retention, engagement and attraction.

Develop a culture of value and recognition by investing in a positive workforce culture which incorporates employee development and wellness.





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